



**Employer Information** 1  
**Event Calendar**



**Executive Committee** 2  
**Upcoming Events** 3



**New Members** 4  
**How to Become a Member**



**News from Nationals** 5  
**Position Titles**

**Ombudsman Cases**  
**DOD Calling Cards**



**Statement of Support**  
**USSERRA Tip**

**Update your Information**



"I could as easily bail out the Potomac River with a teaspoon as attend to all the details of the army." Abraham Lincoln



*Thanks to all the ESGR volunteers who grabbed a teaspoon!*



Remember if you have anything that you would like to be included in the newsletter in the future, email [Shannon.Pennell@il.ngb.army.mil](mailto:Shannon.Pennell@il.ngb.army.mil)



Washington, DC September 21, 2004- Deputy Secretary of Defense Dr. Paul Wolfowitz addresses the audience at the 2004 Employer Support Freedom Awards at the Ronald Reagan Building.

## Employer Information

One of the ways employers are showing their support for their military employees is by hosting Statement of Support ceremonies. Companies simply need to abide by the USERRA law (for example: companies are holding the jobs of their activated military employees and are not discriminating against them). Hosting a luncheon at the company headquarters with their military employees, corporate leadership (including CEO and HR director, if available), Employer Support of the Guard and Reserve and military leadership.

Benefits of the Statement of Support Ceremony: Corporate leadership demonstrates support of the military employees. Positive internal and external media coverage. A win-win for the company, its military employees and ESGR. Demonstrates the companies commitment to support the defense of the United States. POC for Statement of Support ceremonies is Shannon L. Pennell, IL ESGR Executive Director. Ph: 217-761-3642 or email [Shannon.pennell@il.ngb.army.mil](mailto:Shannon.pennell@il.ngb.army.mil)

## EVENTS Calendar



### Past Events during the Quarter

2-4 Aug – Diane Dempsey, Michael Ayers, John Fascia, Dave Holtgrave, John Ady, Sharon Osterberg, Tom Mauro, Debra Rentner and Cheryl Santilli worked the ESGR booth at the American Correctional Association Tradeshow, Navy Pier.

8 Aug – USPFO at Camp Lincoln (Lt Col Sharon Star) received 7 Seals Award

8-13 Aug – Shannon Pennell visited five committee members (Terry McCullom, Tom Hansen, Ron Bacci, Bill Glynn and Diane Dempsey) during the week to review and discuss 2005 activities and agenda.

16 Aug - Edition of the Champaign News-Gazette printed an article about USERRA.

"Past Events" continued on page 2 1



## Executive Committee

### State Chair

John E. Scully,  
312-904-8183

### Executive Director

Shannon L. Pennell,  
217-761-3642

### Employer Outreach Chair

Michael Ayers,  
217-522-5512

### Ombudsman Chair

Ron Bacci,  
312-904-7114

### North West Area Chair

Rick Pollack,  
815-226-5994

### North East Area Chair & Vice Chair

Bill Glynn,  
312-288-0500

### North Central Area Chair & Military Liaison Chair

Terry McCollom,  
708-383-6450

### Central West Area Chair

Roger Boyer,  
309-693-9580

### Central East Area Chair

Robert Gagnon,  
217-442-4624

### South West Area Chair

David Oates,  
618-345-2200

### South East Area Chair

Donald Askew,  
618-564-2943

### Public Affairs Chair

Mike Peck,  
847-991-4700

### Awards Chair

Maryann Morrison,  
309-675-4464

18-19 Aug- Distributed ESGR brochures at the Illinois State Fair in Springfield.

19 Aug - John Scully introduced GEN Tommy Franks at a luncheon in Chicago. Committee member John Fascia also attended. ESGR was mentioned in the program. Over 400 business, civic and military leaders attended.

25 Aug - Invitations were sent to corporations and the ESGR Committee for our Annual Awards Banquet on 5 November 2004, and our Annual Training Conference on 6 November 2004. This event will be held in Bloomington, Illinois. This is a conference that will focus on the employer and the training of ESGR Committee members. There will be no military briefings.

25 Aug - John Scully and William Glynn attended an American Legion meeting in Chicago on 25 August 2004. ESGR was discussed. 25 people were in attendance.

27 Aug - Dr Michael Ayres, John Ady, and Shannon Pennell met in Springfield to Discuss Employer Outreach Program.

28 Aug - Terry McCollom and Shannon Pennell advertised the need for committee members as unit liaisons assigned to each Reserve unit in Illinois.

2 Sep – Ron Bacci and John Scully assisted Ohio/Michigan ESGR Committee in solving a problem with a reservist and her mortgage company. It attracted attention of the Associated Press.

3 Sep – John Scully attended a dedication of a monument at Midway International Airport honoring the Battle of Midway.

7 Sep - The Executive Committee held a teleconference and the following members were on the call: Bill Glynn, Mike Peck, Maryann Morrison, John Scully, Jennifer Corradini, Dave Oates, Rick Pollack, Ron Bacci and Shannon Pennell. The following items were discussed:

John Scully, IL ESGR State Chair asked all members of the Executive Committee to have an alternate for their position available and ready to attend teleconferences or meetings that they are unable to attend when possible.

More to come on dates and location of bosslift but the procedures will go as follows:

Each region will be given three seats to invite supportive business/ community leaders of the Guard and Reserve. If the region chooses to utilize their seats by the given deadline they will receive one seat for an ESGR member of the region. This gives the regions a total of 28 seats. The State Chair encourages the Regional



## Upcoming Events

**7 Nov** – Bill Glynn presents to Fort Sheridan Chapter of the Reserve Officers Association, guests include 1<sup>st</sup> Brigade, 85<sup>th</sup> Division; 330<sup>th</sup> Medical Brigade; 801<sup>st</sup> Combat Support Hospital as well as many other drilling reservists

**4 Jan** – Open nominations to State Committees for 2005 SECDEF Freedom Award

**25-27 Jan** – New Ombudsman Training

**25 Feb** – Close nominations to State Committees for 2005 SECDEF Freedom Award

**3-4 Mar** – Advanced OMB Training

**14-16 Mar** – New Ombudsman Training

**2-4 Jun** – North Central Regional Conference

**12-14 Jul** – Mediation Training

**23-25 Aug** – New Ombudsman Training

**12 Sep** – Annual National Conference, Washington, DC

**13 Sep** – 2005 SECDEF Employer Support Freedom Award Presentation Dinner, Washington, DC

**Fall 05** - Bosslift



Chairs to choose an active ESGR member that has not been invited to attend the bosslift. All ESGR members attending are expected to help with bosslift activities during the trip. The Illinois Chamber of Commerce will receive seven seats that will be given to Michael Ayers. The State Chairman/Executive Director will receive five seats. Four Supportive Military Leaders from the Reserve Components will be invited to attend. The press will have a seat. If any of these seats are not utilized, they will be given back to the Vice Chair of Employer Outreach, Michael Ayers for utilization.

Mike Peck would like to have information on employers receiving awards at the Annual Conference. The Awards Vice Chair, Maryann Morrison, and the Executive Director (ED), Shannon Pennell, will share information with Mike on all employers receiving awards for press releases.

Ron Bacci announced that Ombudsman activity is on the rise and stated the need for more Ombudsmen throughout the state. Currently, there are approximately 17 Ombudsmen with John Orfe getting ready to deploy to Iraq. Ron reminded everyone of the new tracking procedures which include getting a case number from the hotline. Ensure that the hotline is called once the case is closed in order for them to update their database. Ron recently attend Mediation training in Denver, Colorado. He was very pleased with the training offered from Nationals and found it very worthwhile and interesting. This training is available for trained Ombudsmen that have already attending New Omb Training and Advanced OMB training.

John announced that Bill Glynn will be the Vice Chair for the IL ESGR committee; he will also continue his duties as the North East Area Chair. The Employer Outreach Chair, Ombudsman Chair, Awards Chair and Military Liaison Chairs will all include Vice before Chair in their titles.

The next Executive Committee meeting will be held in Chicago and hosted by the Ombudsman Vice Chair, Ron Bacci. The meeting is on October 18<sup>th</sup> at 10 a.m. Those that have informed the ED of their attendance will receive a packet of information in the mail prior to the meeting.



Washington, DC September 21, 2004- Fifteen employers from across America were honored at the Ronald Reagan Building with the Secretary of Defense Employer Support Freedom Award.

All committee members are reminded to inform their regional chairs of any

"Past Events" continued on page 4





## How to become a member of IL ESGR

If you know anyone interested in becoming an active member of IL ESGR please notify your Regional Chair or Shannon Pennell for an application. We are in need of active volunteers willing to assist us in this very noble cause for the Guard and Reserve. Military personnel acting as the ESGR POC for your unit are also highly encouraged to become a member of ESGR to receive mailings and invitations to our events, training sessions, conferences and help us help you.



ESGR activity in your areas so that we may share the information with the entire state through our newsletter and keep up with our mandatory reporting of activities to the National Committee ESGR.

10 Sep – Dave Oates gave a briefing to the Leadership Council of Southwestern Illinois. The meeting was held in Collinsville.

11 Sep – Celebration for the 333<sup>rd</sup> Military Police Company returning from Iraq at the Eagle Club in Freeport. ESGR members were welcome to attend.

17 Sep – John Scully gave a “background” interview about ESGR and attitudes of employers about the continuous call-up of Reserve units for Iraq to COL Braback from Department of Defense.



John and Judy Scully at the Freedom Award Presentation

21 Sep – John Scully (see photo on left) and Shannon Pennell attended the 2004 SECDEF Employer Support Freedom Award Presentation Dinner, Washington, DC – one of the Freedom Award winners was Bank One, Chicago.

28 Sep – Shannon Pennell attended the IGPA Luncheon for “Women in Government” in Springfield

5 Oct – Bob Pinkerton spoke to Rotary in Eureka.

18 Oct – Executive Committee met for Quarterly Meeting in Chicago. Discussed calendar for 2005 and coordinated 2004 Annual Conference.

---

## WHAT'S NEW?

A new phone listing and a new Organizational Chart have been included with this newsletter.

Welcome to our New Members!

19 Aug – Robert Mikyska, NE Region, OMB & Military Liaison

19 Aug – Stan Paregien SW Region, Military Liaison

19 Aug – Diane Dempsey, NC Region, Employer Outreach

1 Sep – Deanna Frautschi, CE Region, Employer Outreach, HR Rep

1 Sep – Deb Faber, SW Region, Employer Outreach

1 Sep – Doug Layhew, CW Region, Unit Liaison and Employer Outreach

28 Sep – Larry Meyer, NE Region, Ombudsman

28 Sep – Dennis Leslie, NW Region, Unit Liaison

## UPDATE YOUR INFORMATION

If you are not receiving emails from the Executive Director, we do not have your current/correct email address in the system. If you receive the Quarterly Newsletter through email but it did not reach you through regular mail, we do not have your current/correct home or work address that you requested us to send mail to. If you need to update your mailing or email address please call Shannon Pennell.

Visit the website to view the IL ESGR Calendar that is updated daily at <http://www.il.ngb.army.mil/esgr/>



# NEWS FROM NATIONALS

## Our Goals this year!

Is for all committee members to have a position title in which all committee members are active in positions that fit them well, and they will receive specific training that is beneficial to them and the organization. If you are a member without a specific job title, please contact your Regional Chair to choose a position that is best for you.

---

**It is very important to ensure all Ombudsman cases** are closed by calling, faxing or emailing the resolution that closed the case. Please check with Ron Bacci if you are an Ombudsman to ensure that you do not have any open cases.

---

**The following individuals** are on file with Nationals as being in possession of a Department of Defense calling card. They need to contact Shannon Pennell and inform her if the information is correct and if they still have a justifiable need for the card: Don Askew, Ron Bacci, William Bonnstetter, Gary Brinner, William Geasa, William Glynn, Thomas Hansen, James Lucasey, Don Martin, Thomas Mauro, Walter McCollom, Maryann Morrison, Ronald Nelson, David Oates, Michael Peck, Fremont Piercefield, Robert Pinkerton, Robert Pollock, Marie Roman, John Scully, William Troy, Richard Steigmann, Jonathan Lee.

---

**The Statement of Support Program** has changed to a Statement of Support that has options of a one star, two star, three star, four star and five star employer. Each star on the certificate represents an increasing level of commitment or support for employee military service on the part of the employer. One star: have indicated support by signing Statement of Support, two star: have reviewed HR policies and have ensured they comply with USERRA, three star: employer has trained managers and supervisors on USERRA to effectively manage members of Guard and Reserve, four star: employer's HR policies are Above and Beyond USSERA and a five star employer is actively involved with ESGR and has an employee on our committee. Nationals has set our state goal at 253 expected five star employers next year.

---

**Uniformed Services Employment and Reemployment Rights Act (USERRA) tip:** Is a guardsman or reservist required to provide their employer a copy of their military orders when they give notice of an upcoming period of service? No. USERRA imposes no such requirement. We (ESGR) recommend that National Guard and Reserve personnel provide to their employers such documentation as is readily available. The civilian employer is permitted and encouraged to call the commanding officer with questions about the reservist's service.



Bank One Chief Financial Officer, Raymond L. Fisher, Jr. (c.) is joined on stage by Deputy Secretary of Defense, Paul Wolfowitz (l.) and David Janes, Chairman of the National Committee for the Employer Support of Guard and Reserve (ESGR)(r.). Bank One was one of fifteen employers from across the nation who were honored at the Ronald Reagan Building with the Secretary of Defense Employer Support Freedom Award. (photo by Paula Sato, ESGR photographer)